

**MINUTES  
COUNCIL WORKSHOP  
DOVER CITY COUNCIL  
WEDNESDAY  
MAY 5, 2004  
7:00 P.M.**

**1. PLEDGE OF ALLEGIANCE**

Colwell-Ellis led the Pledge.

**2. ROLL CALL**

Those present: Councilor Mayberry, Mayor Myers, Councilors Perry, Trefethen, Colwell-Ellis, DeDe, Mayor Pro Tem Hindle, Councilor Keays and City Manager Paul Beecher. Councilor Jerry Reese was absent.

**3. BUDGET WORKSHOP**

**A. POLICE DEPARTMENT**

Chief Fenniman gave brief overview of department (see council folder of 5-5-2004 for power point presentation).

DeDe asked about the field operations personnel slide and the number of officers and how many officers are on duty in a day. It varies explained the Chief; either 3 or 4 during a shift along with either a Sgt. or Lt.

DeDe how many were hired and how many left the force out of the 52, the Chief stated 3 have left. In the support services division and the coalition coordinators duties, Trefethen asked how long the grant was for, the Chief says it is the only thing President Bush has increased in his budget so hopefully the grant will be renewed when it expires.

DeDe asked about the suicide death and the special investigations bureau.

DeDe asked about legal and victim services; do these all take place in court.

DeDe asked about the special detail account budget, it was understood that the officers get paid at the overtime rate; the Chief says the balance of the amount charged goes to the general fund.

DeDe asked about the projected overtime increase and what generates that increase. The Chief says the figure that we end up with is a false figure; his projection is based on the first 6 months of the year. He broke it down, the majority of overtime is for people that are not there, he has an officer in Iraq and in order to keep everyone safe, he needs so many people on duty each shift. He continued explaining the overtime budget; he stated his sick leave is negligent in the Police Department.

DeDe asked has there been a study with regard to the number of overtime hours. In the private sector overtime is viewed as a real negative. The Chief appreciates the comments but he has not seen an outcry to add more people.

He asked the Chief to comment on this, the Chief says by hiring individuals you have to send them to training, give them sick time, and vacation. DeDe asked if there were any part time officers in the ranks. The Chief says a part time officer has to be trained with full time officers and he does not want the liability. The Chief is not in favor of it and does not feel it would be a cost effective move.

DeDe wants to know how many black and whites and how many unmarked cars we have. The Chief says 10 black and whites and he will have to get back to him on the number of unmarked cars. The Mayor asked of the cars in the propose budget this year, how many are black and white. The Chief says all of them. Trefethen asked if the old cars are handed down. The Chief explained

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they use them for 120,000 miles and then they pass them down to building inspection or assessing. They are passed down thru the fleet says the Chief.

Trefethen asked why do we buy full size cars. The last time we bought smaller cars the Chief explained we bought Ford Fairmonts and they broke down constantly. The liability of a police vehicle is extremely high. Trefethen asked about the auxiliary equipment and the customization, will they continue to make the Crown Vics as they have in the past. The Chief says they have not had to buy shields in the past 8 or 9 years.

DeDe asked is there a policy for if a person retires and then comes right back on the payroll. Is this a set policy, he compared it to the private sector. The Chief says the pay has been cut nearly in half on the people he has re-employed and they then become subject to state retirement benefits. DeDe then asked about the health benefits of a retired person that is currently back working part time. Would the individual get a subsidy paid back to the City from the State out of the retirement account.

Perry asked how many sworn officers are there, the Chief answered 54.

He finished his presentation

Mayberry says for the folks at home what does attribute to the reduction in crime. The Chief says the last slide is the answer. Mayberry asked does he see an unfunded mandate; the Chief says no. Mayberry asked how many more grants will be unfunded; the truancy officer grant is the last one to expire this year the Chief explained.

Mayberry wants to know about the employee contracts. The Chief has two groups of police officers and one of them has disaffiliated themselves with the union. He has a supervisors union and if there are any layoffs the policy is the last guy in is the first guy out. There are contractual bump back rights in the contracts.

DeDe asked with regard to that statement; would be impossible to eliminate a Sgt. Then, is that to say there is no discretionary position, they have bump back rights. DeDe says lets say there is an officer or a Lt.; if he has just cause to reduce someone that would be OK. If no just cause he would have to go before the PELRB. DeDe asked what is just-cause. The Chief says some disciplinary action.

DeDe says and the school department's presentation is next week. Then Fire and Community Services will be moved to the 19<sup>th</sup> and the 26<sup>th</sup> will finish up city side.

Keays thought we were going to hear Community Services and Fire tonight. He has questions to ask them, he would like a memo if they change the agenda. Keays has not had the executive department presentation yet and here we are going to be pushed back again, he does not want this budget just pushed through.

The City Manager stated the School will be next week, then we will have a regular meeting afterwards.

Hindle says in addition, will we have a public hearing the following week, the rest of the departments will be coming thru on the 19<sup>th</sup> and 26<sup>th</sup> as well.

Keays was walking down Fourth Street and they have put a whole new road in and by a certain house they put a rock wall up by the embankment. He looked down and the cement sidewalk was already cracked. That was just done a year or so ago; he asked will that be corrected. He is talking about 5 slabs of cement; also do they put wire in the cement anymore. The City Manager will have Pete talk to Keays about this. Also do we have any more than one truck to fill pot holes; that is all we have stated the City Manager. Keays continued a hole 10 feet from a hole that is on the pot hole list, and they don't even fill it.

DeDe asked the Chief about page 183 in personal services, there is an increase of 134% isn't that odd.

The Chief stated the executive secretary now has full health insurance paid by the City. DeDe had several further questions of the Chief. The Chief explained everything in detail to him regarding the vehicle maintenance charges and car washes, DeDe then asked about page 187 and the overtime account for vacations, DeDe thinks some teachers that are off for the summer might be able to fill in on a part time basis to cover some of the scheduled summer vacations by officers. On page 193, regarding the life insurance, FICA and Medicare; he is trying to justify the amounts. On page 201, he asked what is the rank of the individual; that is a civilian says the Chief. What is the salary of

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this dispatcher, the Chief says \$53034.55 is the base salary. DeDe wants the prior year salary for this position; the Chief will have to research that. Trefethen asked under police administration on page 183 on the health insurance. When you have a retiree you are getting some money from the state to pay for health insurance. The Chief explained that each individual department has to pay for their retiree's insurance benefits out of the individual departments accounts. The City Manager explained any new employee is not eligible for the 20 year free insurance benefit.

**B. OTHER DEPARTMENTS**

**3. ADJOURN**

After several more questions to the Chief, Perry motioned to adjourn, seconded by all at 8:30 p.m.

Judy Gaouette  
City Clerk